

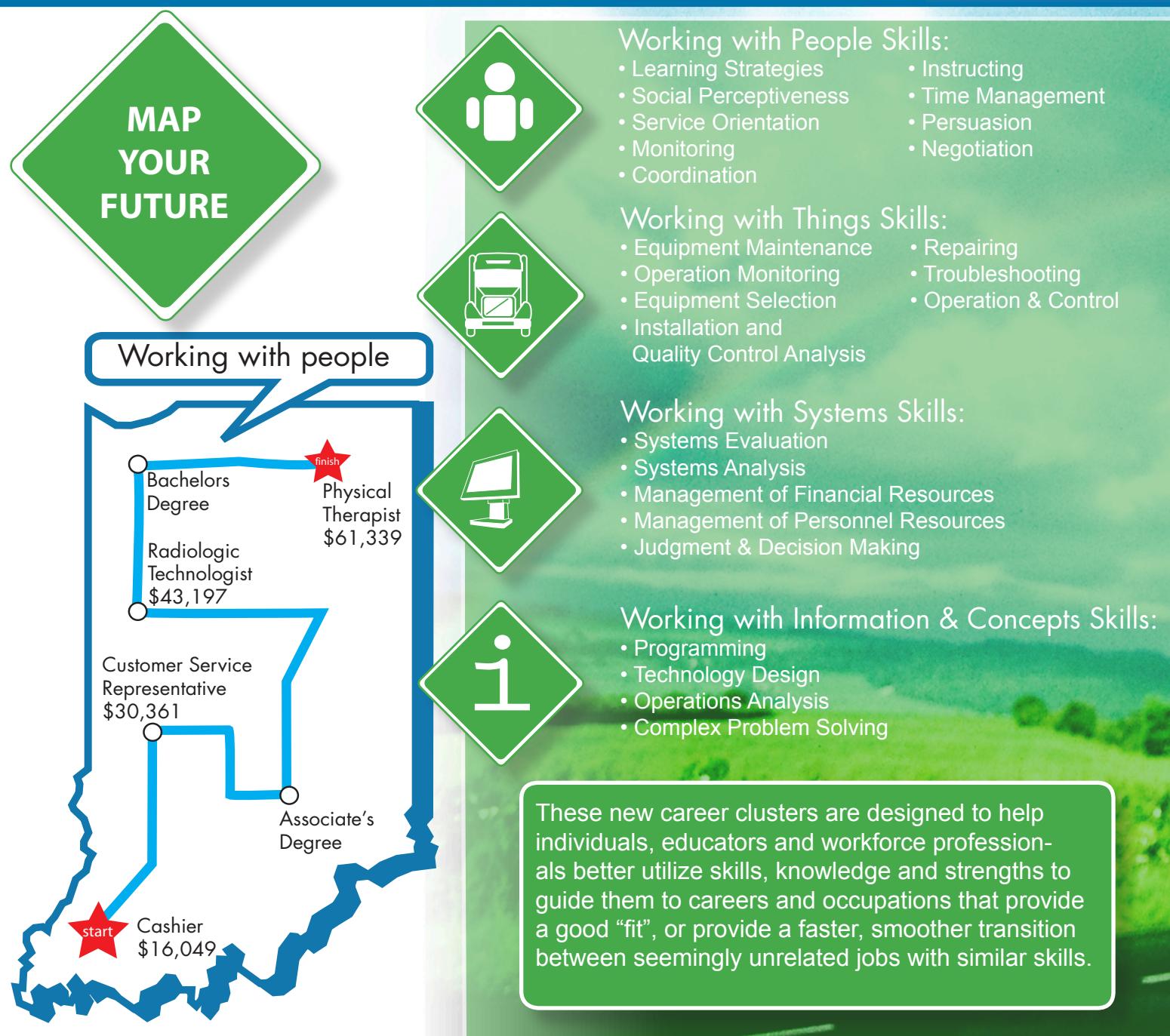
WorkOne is your local resource for finding jobs, advancing your career & connecting to important community resources you need for success. Our experienced and professional staff in each location is eager to assist you. Locate the WorkOne center nearest you at www.in.gov/dwd.

The Indiana Department of Workforce Development has developed four new career clusters based on the differentiating skills necessary to succeed in today's emerging high wage and high demand occupations. These four career clusters are based on research and analysis of over 700 occupations and 35 skills.

Basic Skills

Research has shown that there are ten basic skills important for all occupations.

- Active Learning
- Active Listening
- Critical Thinking
- Learning Strategies
- Mathematics
- Monitoring
- Reading Comprehension
- Science
- Speaking
- Writing



Make your **MOVE** TODAY, for a **BRIGHTER** TOMORROW

HOOSIER HOT 50 JOBS

A listing of jobs most "in demand" for the State of Indiana

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A listing of jobs most "in demand" for the State of Indiana

[Cluster] [Occupation]

		2004	2014	Growth %	Avg. Wage	[Education]	1 st	2 nd	3 rd
1	Registered Nurses	51,900	67,300	1,540	2.97%	\$49,067	Associate degree	Instructing	Time Management
2	Postsecondary Teachers	30,490	39,550	915	3.00%	\$45,890	Doctoral degree	Instructing	Social Perceptiveness
3	Teachers, Elementary and Kindergarten	32,040	37,450	542	1.69%	\$44,544	Bachelor's degree	Instructing	Social Perceptiveness
4	Dental Hygienists	2,450	3,000	54	2.22%	\$191,580	First professional degree	Complex Problem Solving	Time Management
5	Computer Software Engineers, Applications	3,920	5,670	175	4.47%	\$65,549	Bachelor's degree	Programming	Troubleshooting
6	Dentists	3,570	4,540	97	2.71%	\$135,686	First professional degree	Complex Problem Solving	Judgment and Decision Making
7	Computer Systems Analysts	7,410	9,660	225	3.03%	\$59,976	Bachelor's degree	Service Orientation	Social Perceptiveness
8	Network Systems and Data Communications Analysts	4,030	5,690	166	4.12%	\$59,055	Associate degree	Time Management	Social Perceptiveness
9	First-Line Supervisors/Managers of Construction Trades and Extraction Workers	1,980	3,070	109	5.48%	\$56,212	Bachelor's degree	Equipment Selection	Troubleshooting
10	Computer Software Engineers, Family and General Practitioners	15,520	18,180	266	1.71%	\$51,047	Work experience in a related occupation	Coordination	Management of Personnel Resources
11	Administrators	3,080	3,670	59	1.91%	\$140,881	Bachelor's degree	Complex Problem Solving	Technology Design
12	Management Analysts	6,720	8,460	175	2.60%	\$56,394	Bachelor's or higher degree, plus work experience	Complex Problem Solving	Troubleshooting
13	Network and Computer Systems Administrators	4,400	5,890	149	3.40%	\$50,170	Bachelor's or higher degree	Troubleshooting	Complex Problem Solving
14	Medical and Health Services Managers	6,270	7,840	158	2.51%	\$62,163	Bachelor's or higher degree, plus work experience	Complex Problem Solving	Judgment and Decision Making
15	Computer and Information Systems Managers	2,620	3,800	118	4.51%	\$64,356	Bachelor's degree	Complex Problem Solving	Complex Problem Solving
16	Social Workers	4,560	5,730	117	2.56%	\$73,068	Bachelor's or higher degree, plus work experience	Judgment and Decision Making	Instructing
17	Construction Managers	9,910	11,980	209	2.11%	\$32,625	Bachelor's degree	Social Perceptiveness	Service Orientation
18	Property, Real Estate, and Community Association Managers	7,660	9,040	138	1.80%	\$68,532	Bachelor's degree	Coordination	Instructing
19	Physical Therapists	5,330	6,780	145	2.72%	\$43,786	Bachelor's degree	Time Management	Coordination
20	Lawyers	3,440	4,390	96	2.78%	\$61,339	Master's degree	Instructing	Judgment and Decision Making
21	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	7,800	9,050	126	1.61%	\$64,571	First professional degree	Judgment and Decision Making	Persuasion
22	Database Administrators	6,290	7,770	148	2.36%	\$35,547	Long-term on-the-job training	Troubleshooting	Repairing
23	Occupational Therapists	1,600	2,200	60	3.74%	\$50,345	Bachelor's degree	Troubleshooting	Repairing
24	Industrial Engineers	2,050	2,720	67	3.27%	\$56,080	Bachelor's degree	Service Orientation	Coordination
25	Employment, Recruitment, and Placement Specialists	4,420	4,470	105	3.07%	\$35,994	Bachelor's degree	Service Orientation	Instructing
26	Radiologic Technologists and Technicians	4,280	5,370	109	2.55%	\$43,197	Associate degree	Time Management	Complex Problem Solving
27	Paralegals and Legal Assistants	2,940	3,870	93	3.17%	\$35,160	Associate degree	Time Management	Instructing
28	Fire Fighters	6,780	8,140	136	2.01%	\$37,175	Long-term on-the-job training	Coordination	Complex Problem Solving
29	Medical and Clinical Laboratory Technologists	3,440	4,320	88	2.57%	\$45,355	Bachelor's degree	Quality Control Analysis	Equipment Selection
30	Computer Support Specialists	7,800	9,180	138	1.76%	\$34,267	Associate degree	Troubleshooting	Repairing
31	Physical Therapist Assistants	1,480	1,980	50	3.41%	\$42,452	Associate degree	Time Management	Instructing
32	Surgical Technologists	2,230	2,940	71	3.19%	\$35,483	Postsecondary vocational training	Equipment Selection	Repairing
33	Cost Estimators	4,900	5,810	91	1.85%	\$50,799	Bachelor's degree	Time Management	Management of Personnel Resources
34	Medical and Clinical Laboratory Technicians	3,740	4,670	93	2.49%	\$31,311	Associate degree	Equipment Maintenance	Complex Problem Solving
35	School Counselors	2,370	2,800	43	1.81%	\$69,111	Bachelor's or higher degree, plus work experience	Coordination	Judgment and Decision Making
36	Clinical Psychologists	1,570	1,990	42	2.65%	\$52,634	Master's degree	Social Perceptiveness	Time Management
37	Bus and Truck Mechanics and Diesel Engine Specialists	7,070	8,240	116	1.64%	\$35,523	Postsecondary vocational training	Equipment Maintenance	Negotiation
38	Respiratory Therapists	3,290	4,030	74	2.25%	\$42,850	Associate degree	Instructing	Repairing
39	Civil Engineers	3,080	3,590	50	1.63%	\$57,152	Bachelor's degree	Complex Problem Solving	Repairing
40	Social and Community Service Managers	2,110	2,610	50	2.38%	\$40,944	Bachelor's degree	Social Perceptiveness	Operation Monitoring
41	Educational, Vocational, and School Counselors	3,780	4,450	67	1.76%	\$42,025	Master's degree	Coordination	Judgment and Decision Making
42	First-Line Supervisors/Managers of Landscaping, Lawn Service, and Groundskeeping Workers	3,490	4,190	69	1.98%	\$34,556	Work experience in a related occupation	Service Orientation	Time Management
43	Cement Masons and Concrete Finishers	4,860	5,690	83	1.71%	\$33,088	Long-term on-the-job training	Coordination	Complex Problem Solving
44	Legal Secretaries	4,330	5,140	82	1.88%	\$29,941	Postsecondary vocational training	Time Management	Coordination
45	Training and Development Specialists	3,570	4,210	64	1.79%	\$37,116	Bachelor's degree	Judgment and Decision Making	Persuasion
46	Market Research Analysts	2,450	2,860	41	1.66%	\$44,463	Bachelor's degree	Time Management	Instructing
47	Dietitians and Nutritionists	1,600	1,910	32	1.98%	\$41,536	Bachelor's degree	Coordination	Service Orientation
48	Structural Iron and Steel Workers	1,990	2,300	31	1.57%	\$48,434	Long-term on-the-job training	Time Management	Judgment and Decision Making
49	Public Relations Specialists	4,330	5,140	82	1.88%	\$29,941	Long-term on-the-job training	Coordination	Complex Problem Solving
50	Information	4,210	4,740	64	1.79%	\$37,116	Bachelor's degree	Judgment and Decision Making	Coordination

NEW = Careers that are new to Indiana's list of Hoosier Hot 50 jobs.



Methodology: Selected jobs are based on growth factors in Indiana's Department of Workforce Development survey, both produced by Indiana's Department of Workforce Development.

Selection Criteria: To be selected for the list, a job had to be above the statewide average of 9.9%. The resulting list was further filtered to include only those occupations that fell in the top 250 in total job openings (openings due to either growth or replacement needs). This list was then limited to those jobs that had a median wage at least 1% higher than the State's median wage for all jobs (\$27,742), based on the 2005 OES wage survey.

Heat Index / Ranking Criteria: Each occupation that qualified by selection criteria was indexed based on median values for annual numeric growth, annual percent growth and average annual wage for the entire list. The two growth factors were weighted 50% and the single wage factor was weighted the remaining 50% to form the final "heat" index and ranked according to this "heat" index. The selected jobs were then sorted to create the final list of Indiana's Hoosier Hot 50 Jobs.



ENDLESS OPPORTUNITIES

[Top 3 Skills]

1 st	2 nd	3 rd
Service Orientation	Social Perceptiveness	Social Perceptiveness
Time Management	Social Perceptiveness	Social Perceptiveness
Judgment and Decision Making	Time Management	Time Management
Troubleshooting	Instructing	Instructing
Complex Problem Solving	Complex Problem Solving	Complex Problem Solving
Service Orientation	Social Perceptiveness	Social Perceptiveness
Complex Problem Solving	Complex Problem Solving	Complex Problem Solving
Coordination	Coordination	Coordination
Management of Personnel Resources	Management of Financial Resources	Management of Financial Resources
Time Management	Judgment and Decision Making	Judgment and Decision Making
Judgment and Decision Making	Time Management	Time Management
Social Perceptiveness	Social Perceptiveness	Social Perceptiveness
Service Orientation	Service Orientation	Service Orientation
Complex Problem Solving	Complex Problem Solving	Complex Problem Solving
Coordination	Coordination	Coordination
Judgment and Decision Making	Judgment and Decision Making	Judgment and Decision Making
Social Perceptiveness	Social Perceptiveness	Social Perceptiveness
Service Orientation	Service Orientation	Service Orientation
Complex Problem Solving	Complex Problem Solving	Complex Problem Solving
Coordination	Coordination	Coordination
Judgment and Decision Making	Judgment and Decision Making	Judgment and Decision Making
Social Perceptiveness	Social Perceptiveness	Social Perceptiveness
Service Orientation	Service Orientation	Service Orientation
Complex Problem Solving	Complex Problem Solving	Complex Problem Solving
Coordination	Coordination	Coordination
Judgment and Decision Making	Judgment and Decision Making	Judgment and Decision Making
Social Perceptiveness	Social Perceptiveness	Social Perceptiveness
Service Orientation	Service Orientation	Service Orientation
Complex Problem Solving	Complex Problem Solving	Complex Problem Solving
Coordination	Coordination	Coordination
Judgment and Decision Making	Judgment and Decision Making	Judgment and Decision Making
Social Perceptiveness	Social Perceptiveness	Social Perceptiveness
Service Orientation	Service Orientation	Service Orientation
Complex Problem Solving	Complex Problem Solving	Complex Problem Solving
Coordination	Coordination	Coordination
Judgment and Decision Making	Judgment and Decision Making	Judgment and Decision Making
Social Perceptiveness	Social Perceptiveness	Social Perceptiveness
Service Orientation	Service Orientation	Service Orientation
Complex Problem Solving	Complex Problem Solving	Complex Problem Solving
Coordination	Coordination	Coordination
Judgment and Decision Making	Judgment and Decision Making	Judgment and Decision Making
Social Perceptiveness	Social Perceptiveness	Social Perceptiveness
Service Orientation	Service Orientation	Service Orientation
Complex Problem Solving	Complex Problem Solving	Complex Problem Solving
Coordination	Coordination	Coordination
Judgment and Decision Making	Judgment and Decision Making	Judgment and Decision Making
Social Perceptiveness	Social Perceptiveness	Social Perceptiveness
Service Orientation	Service Orientation	Service Orientation
Complex Problem Solving	Complex Problem Solving	Complex Problem Solving
Coordination	Coordination	Coordination
Judgment and Decision Making	Judgment and Decision Making	Judgment and Decision Making
Social Perceptiveness	Social Perceptiveness	Social